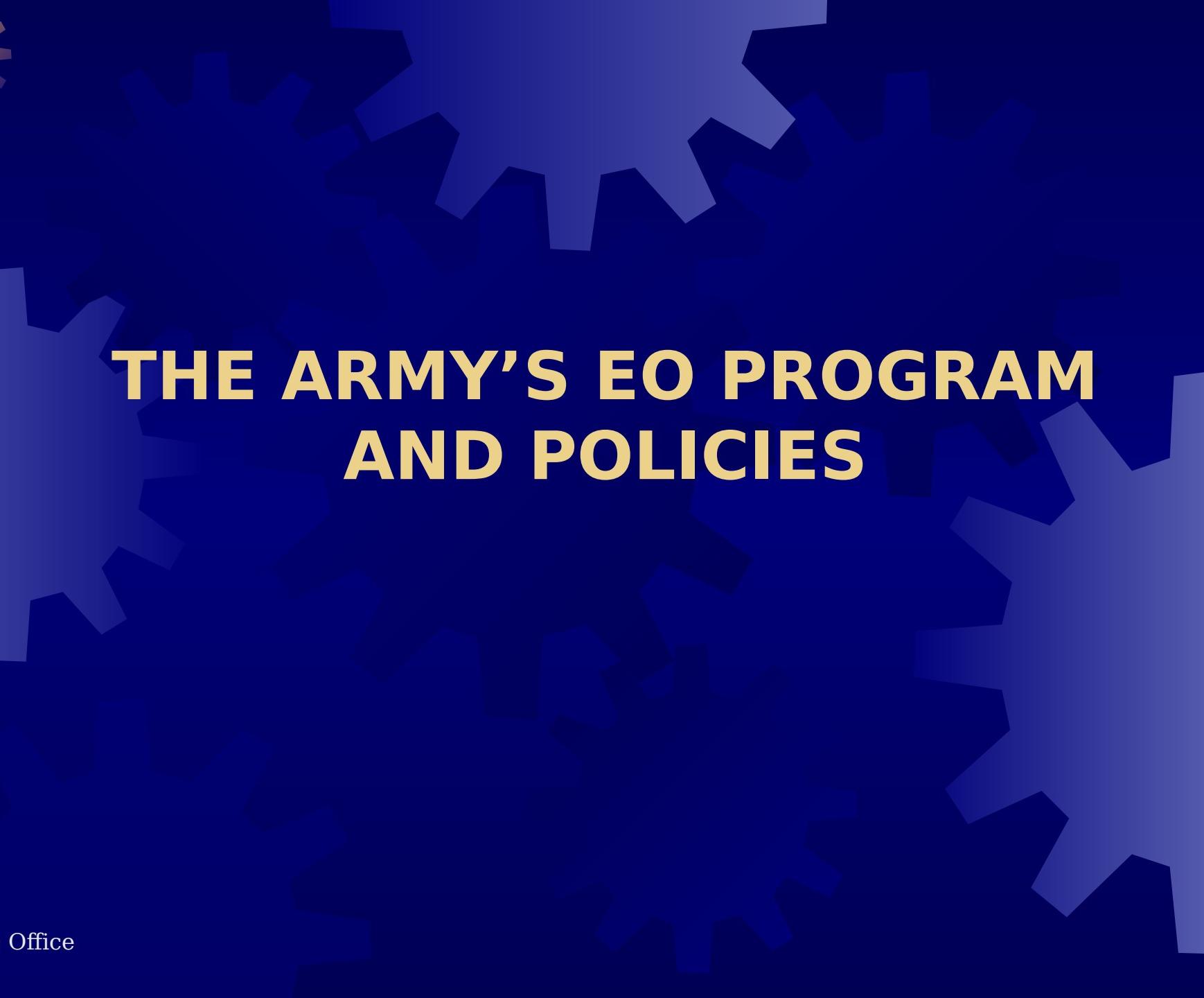




THE ARMY'S EO PROGRAM AND POLICIES





Overview

- ★ The Army's EO Policy
- ★ EO Program Concept
- ★ EO Principles
- ★ EO Program Components
- ★ Related EO Programs



The Army's EO Policy

- ★ Equal treatment for soldiers, family members, and DOD civilian employees
- ★ Provide an environment free from sexual harassment
- ★ APPLIES TO:
 - On and Off Post
 - Working, Living, and Recreational Environments



Commanders

- ★ Develop and implement EO programs
- ★ Identify unlawful discriminatory practices
- ★ Promote EO and interpersonal harmony
- ★ Conduct EO training on a continuous basis
- ★ Monitor and assess the execution of EO programs
- ★ Publish and post written command policy statements
- ★ Ensure unit EORs are appointed and trained
- ★ Conduct assessment within 90 days then annually



EO Program Concept

- ★ Formulates, Directs, and Sustains
- ★ Strives to ensure fair treatment of all soldiers
- ★ Responsibilities of Leadership
- ★ Function of Command



EO Principles

- ★ Commanders and Leaders are responsible for unit EO
- ★ Promote harmony, do not merely avoid disorder
- ★ Support individual and cultural diversity
- ★ Discipline will not be compromised
- ★ Fair and equal treatment for all soldiers and employees are emphasized



EO Program Components

- ★ Leader Commitment
- ★ Sequential and Progressive training
- ★ Effective and Responsive complaint system
- ★ Affirmative Action Plan
- ★ Feedback Mechanism
- ★ EO Advisors



Related EO Program Elements

- ★ Military Discipline and Conduct
- ★ Appropriate Behavior
- ★ Extremist Groups
- ★ Army Language Policy
- ★ Accommodating Religious Practices



Summary

- ★ The Army's EO Policy
- ★ EO Program Concept
- ★ EO Principles
- ★ EO Program Components
- ★ Related EO Programs



OIP



What to Expect

- ★ Commander's Responsibilities
- ★ Regulations and Documents
- ★ Policy Letters
- ★ Unit EO Training
- ★ Focus Groups
- ★ CO2



Commanders Responsibilities

- ★ Developed and Implemented EO Program
- ★ Procedures to Monitor / Asses EO Activities
- ★ Report EO Training on QTB
- ★ Command Climate Survey
- ★ Course Trained EOR
- ★ Information Board



Information Board

- ★ EO Points of Contact
 - ★ EOA(s)
 - ★ EOR(s)
- ★ Policy Letters (unit - installation)
- ★ Off-Limits Area(s)
- ★ Complaint Procedure Matrix



Regulations and Documents

- ★ AR 600-20 (15 July 99)
- ★ TC 26-6 (Commander's EO Handbook)
- ★ DA Pam 350-20 (Unit EO Training Guide)
- ★ TRADOC Reg 600-11
- ★ FLW AAP
- ★ BDE AAP
- ★ FLW Reg 350-12
- ★ AR 210-50 (pg. 36-39)
- ★ Command Climate Survey (co)



Policy Letters

- ★ Open Door Policy
- ★ Equal Opportunity
- ★ Complaint Procedures
 - ★ Reprisal Protection
- ★ Sexual Harassment
 - ★ Reprisal Protection
 - ★ Complaint Procedures



Unit EO Training

- ★ Chain of Command Participation
- ★ Training Documentation.
 - Type of Training
 - Date, Length, Time of Training
 - Instructor and Attendance Roster
 - Issues Covered
- ★ Conducted Quarterly
 - Annotated on Training Schedule
 - Training Conducted and Planned
- ★ POSH Annotated on Individual Training Records.



Focus Groups

% Based on Unit Demographics

- ★ Unit EO Climate
 - Morale
 - Information Flow
 - Leadership Responsiveness
 - Perception of EO Climate
 - Command Emphasis of EO Programs
- ★ Soldiers EO Knowledge
 - EOA and EOR(s)
 - Army's EO Program
 - Sexual Harassment
 - Complaint Procedures
 - Military Whistle Blower Protection Act

CO2

- ★ Commanders Responsibilities
 - Policy Letter(s)
 - Command Participation
 - Reported on QTB
 - Trained Facilitators
 - Annotated on Training Calendar/Schedule
- ★ Group Roster(s)
- ★ Facilitator Roster(s)
- ★ Documentation
 - Topic
 - Facilitator
 - Length, Date, Time
 - Issues Covered
 - Attendance Rosters
 - Feedback Mechanism



Summary

- ★ Commander's Responsibilities
- ★ Regulations and Documents
- ★ Policy Letters
- ★ Unit EO Training
- ★ Focus Groups
- ★ CO2